

Human Rights Policy

Sterlite Technologies Limited (“Sterlite Tech”) with its core purpose of *Transforming Everyday Living by Delivering Smarter Networks* truly believes that our people play a pivotal role in transforming the lives of the human kind by enabling telecommunication networks leading to enhancement in major aspects such as education, healthcare, agriculture, governance.

With people at its heart, Sterlite Tech supports the protection and elevation of human rights and is guided by fundamental principles of human rights, such as those enumerated in the *United Nations Universal Declaration of Human Rights* and the *International Labour Organization’s Declaration on Fundamental Principles and Rights at Work*. This policy is intended to express Sterlite Tech’s commitment to do business with ethical values and embrace practices that support environment, human rights, and labour laws in the communities in which we operate.

Sterlite Tech and its subsidiaries will adhere to the following:

Labour Standards: To be compliant with labour standards including hours, conditions, wages, and overtime pay practices that are in compliance with the laws of the jurisdictions we operate in. To uphold human rights aligned with national and international regulations as applicable and if necessary conduct gap assessment to ensure compliance with UN Principles of Human Rights.

Wages & Benefits: To compensate employees fairly and also provide them with an opportunity to improve their skills and capabilities. The remuneration structure to be compliant with the statutory norms of the jurisdiction we operate in.

Health & Safety: To provide a safe & healthy working environment in all our operations irrespective of size/function. To respect the right to health for all people and work towards expanding access to healthcare.

Freedom of Association: To recognize and respect employee rights to associate freely and collective bargaining. To promote fair working conditions as guided by international conventions wherever applicable.

Forced & Child Labour: To be compliant with labour standards and run our operations based on zero tolerance for any form of forced, compulsory or child labour directly or through contracted labour.

Diversity & Equal Opportunities: To be an equal opportunity employer and all employees will be treated with respect and dignity and judged solely on their performance irrespective of their race, religion, caste, gender, age, disability, HIV/AIDS status, and any other characteristic.

Communities: Respect and preserve the culture and heritage of the local communities including socially vulnerable groups which are impacted by our operations and work towards developing a constructive relationship with these groups and local communities, seeking broad-based support for our operations. To respect the social, economic, cultural and human rights of communities and regularly communicate social performance in an accurate, transparent and timely manner.

Privacy: To respect individual privacy expectations and protect personal information that we collect, use and disclose in connection with our business.

Customer & Partners: To take into consideration the economic, social, geographic, and cultural diversity of our customers as we develop and market our products & services. To expect appropriate standards of conduct and respect for human rights, consistent with our own, from our suppliers, contractors, vendors, and partners.

Non-Discrimination: We will not discriminate in employment, contracting, wages, promotion, working condition, or any other opportunity based on race, colour, gender, age, religion, ethnicity, national origin, ancestry, sexual orientation, marital status, disability, or any other legally-protected characteristic subject to compliance with applicable law. We recognize and uphold inherent dignity of every individual, ensuring equality and upholding the inherent, universal, indivisible and interdependent nature of human rights.

This Human Rights Policy Statement consolidates our existing commitments and brings increased clarity to our processes and procedures. Its principles are implemented across our operations and value chain. The content and robustness of implementation of this policy will be reviewed periodically and revised accordingly.



Signed by:

Anjali Byce

Chief Human Resource Officer

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